

**Memorandum of Understanding
Between the General Services Administration
And the National Federation of Federal Employees (NFFE)
Union Training**

The General Services Administration ("GSA" or "the Agency") and the National Federation of Federal Employees ("NFFE" or "the Union"), together "the Parties," enter into this Memorandum of Understanding regarding Union training.

GSA agrees to the following:

1. To allot \$25,000 to NFFE to be used for Union training for FY 2016 at NFFE's discretion, consistent with GSA policy and Federal regulations.
2. Beginning in FY 2017 and forward, to create a pool consistent with Agency training budget allocations and per employee by Service and Staff Office. The pool will consist only of dollars allotted to 100% and up-to 100% NFFE Union officials. The pool will be utilized to provide official training, consistent with GSA Policy and Federal Regulations, to those employees as approved by the GSA Chief Human Capital Officer or designee.

This Memorandum of Understanding will be enforceable on a national basis by the parties, using the negotiated grievance and arbitration processes in the current CBA, should either Party allege a breach. This Memorandum of Understanding does not change or supersede any previous agreements, or portions of previous agreements, except to the extent expressly stated in this Memorandum of Understanding. This Memorandum of Understanding will become effective upon signature by authorized representatives of both parties.

For NFFE:

(b) (6)

Rakaia Jackson
NFFE GSA Council President

Date

2/10/16

For GSA:

(b) (6)

Antonia Harris
Chief Human Capital Officer
Office of Human Resources Management
GSA

2/10/16